

Police and Crime Plan 2021-2024:

Quarterly Update: Q1 2023/24

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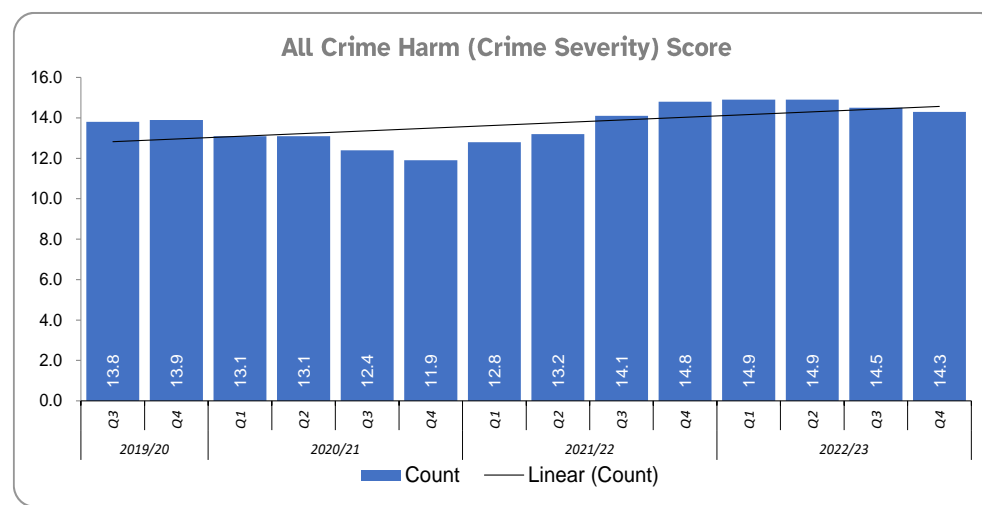
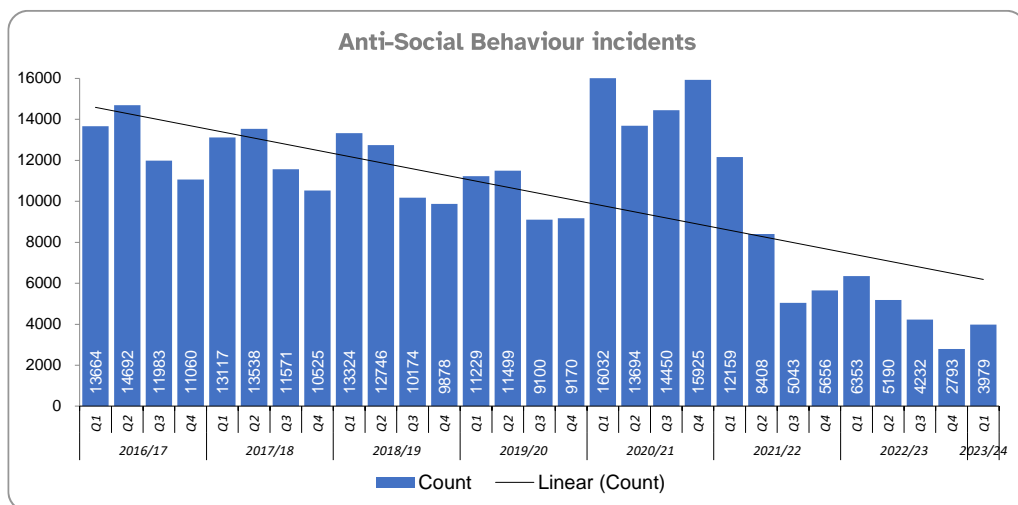


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Priority 1 - Further investment in crime prevention

Our objective is to invest in activities and initiatives that prevent crime from happening in the first place to reduce overall crime and keep our communities safe.



Key Points

- Significant downward trend in Anti-social behaviour.
- The increase between 2020/21 Q1 and 2021/22 Q1 was due to the Government's social distancing restrictions in relation to COVID-19; these were implemented on 23 March 2020. Many of these additional reports related to activities that previously were not considered to be ASB - such as social gatherings - as well as shops and businesses continuing to trade.
- The significant decrease in incidents from 2021/22 Q3 was driven by the implementation of Operation SOMERTON, which aimed to both improve the service given to victims of ASB and ensure crimes are correctly recorded.

- Although the trend for the All Crime Harm (Crime Severity) score¹ shows a slight increase from 2019/ 20 Q3 to 2022/ 23 Q4, there has been a decrease in the last two quarters.

We will	Commentary	Who
Deliver over 300 more officers on top of the 500 additional officers also delivered since 2016.	Recruitment marketing via ‘We Value Difference’ remains a top Campaign priority. Campaign materials are reaching large audiences but the conversion to applicant numbers is below target (40+), albeit consistent at 25-29 per week. HR Learning and Development colleagues have comprehensive data in respect of new starters and retention rates remain better than expectation. This is supported by the internal ‘We Value You’ campaign.	Media & Communications
Invest in neighbourhood policing to get crime down.	North LPA will, as part of Operation Sunbeam - which is North Local Policing Area’s (LPA’s) response to Tendring summer holidays whereby a large increase in the population of Tendring in experienced – the LPA will increase high visibility policing from a proactive and reactive response. This will focus on high visibility patrols, an uplift in officers and ringfencing local officers to respond to community needs, reduce high harm	North LPA

¹ Crime Severity Scores (as calculated by the Office for National Statistics) measure the ‘relative harm’ of crimes by taking into account both their volume and their severity. Data are only available between December 2019 and March 2023, therefore latest quarter able to report on is 2022/23 Q4.

offences and provide better outcomes to victims of crime. In the last quarter, the LPA has reduced anti-social behaviour by 38% through its unique training within its community police team, developing partnerships and providing a shoulder-to-shoulder approach to addressing local anti-social behaviour issues. The LPA have completed a Chief Inspectors tour to visit the communities and understand their issues and address them through days of action.

The LPA will continue working with Next Chapter and The Change Project to improve the bespoke support to victims, and crime reduction programmes for offenders. This complements the excellent relationship they have with Probation Service who deliver the tried and tested Building Better Relationships (BBR) Crime reduction programme. All the above have recently delivered training to the Domestic Abuse Problem Solving Team (DAPST) and regularly meet with DAPST officers to share information, intelligence, and best practice.

The LPA will drive down crime by employing a wide range of disruption tactics for High Harm Cohort offenders. This builds on the intelligence provided by the partners named and looks at wider offending and criminality. The LPA will lead and advise the Local Policing Area on a range of Civil Orders including

Stalking Protection Orders (SPOs), Enforcement of Domestic Violence Prevention Orders (DVPOs) and the use of Sexual Harm Prevention Orders (SHPO) to incapacitate domestic abuse high harm offenders. Voluntary Behaviour Contracts are also being used to ensure better compliance with conditions to prevent crime and protect victims.

The LPA will undertake proactive research to identify series linked crime early and target offenders using technology to identify mission vehicles and linked modus operandi, preventing further offending. Through the establishment of a modus operandi database, the LPA are enabling direct comparison of fingerprint rather than speculative search, which has a higher positive return. This is still in a trial phase.

In partnership with Colchester United Football Association, North LPA held a football tournament during Operation Sceptre (tackling knife crime) week, which included youth engagement around anti-social behaviour and knife crime. This will continue with “Balling with a Bobby” which will allow youth engagement and diversion away from crime and anti-social behaviour, into physical activity. The LPA will continue to carry out “Stroll with Patrol” where communities tell us their issues so it can take

	<p>action to deal with it. 42 events are planned for the rest of the summer.</p>	
<p>Work with Safer Essex and in line with the Crime Prevention Strategy to invest more in preventing crime in Essex</p>	<p>As part of the crime prevention strategy, North LPA will be rejuvenating the Local Responsible Officer (LRO) meetings to reduce the impact and disrupt Organised Crime Groups (OCGs) in Tendring. The local LRO meetings will be inviting in partners who can disrupt members of OCGs who live in the LPA's communities, through activities such as licensing visits, housing visits and removal of certain benefits they may receive. A clear message will be delivered to these individuals that any threat of an OCG in the community will not be accepted.</p> <p>In the last quarter, the LPA has continued to provide a consistent approach to tackling domestic abuse and providing referrals to Next Chapter, which is a service that support victims of domestic abuse with advice from housing, finances, and a safe exit from perpetrators. Staff from Next chapter continue to work with officers every Monday and visit domestic abuse victims and provide face to face advice and referrals.</p> <p>North LPA will be working closely with the Community Safety Partnership to utilise other services to offer reassurance and support victims, and to reduce the fear of crime. The aim is to</p>	<p>North LPA</p>

use the wide array of services available in the district to make long term effective changes. This will be done by Police and partners utilising the new Frontline referral service - this is a mobile app and website which can be used by anyone and collates all available services and support in the district and streamlines the referral process.

Following an operation in Colchester into Child Exploitation (Operation Kirn), North LPA will be working with Business Improvement Districts (which are business led partnerships) and Councils to put together a bespoke education package for businesses & staff who work at hotels to prevent offences and safeguard vulnerable people. The One Colchester Community Hub will be hosting the Knife Angel in October. The LPA will use this opportunity to engage around education and diversion.

Build on the success of Community Safety Partnerships (CSPs) by encouraging increased targeting of hotspots, including in the night-time economy, and known offenders to tackle crime and anti-social behaviour (ASB).

North LPA will run days of actions in Tendring with a partnership approach to deal with local anti-social behaviour issues, providing a response to the holiday parks and focusing on anti-social behaviour hotspot policing areas through the new government action plan. The target hotspot area has now been identified and a plan is currently being developed with the Community Safety Partnership to provide high visibility patrols

North LPA

in conjunction with Tendring district council. As part of the safer streets fund, through the Community Safety Partnership, the LPA has worked together to provide additional lighting and CCTV to areas of vulnerability, to reduce crime and make communities feel safer. The LPA also works closely with the Tendring ambassadors to complete joint anti-social behaviour patrols to respond to concerns and tackle them as a partnership led approach.

North LPA will focus on Operation Minerva², Violence Against Women and Girls (VAWG) and reducing offences in areas that have been highlighted as hotspots. In the last quarter, the LPA have met with partners and using the data provided by analysts, three potential areas have been identified in both Braintree and Uttlesford as hotspots for VAWG offences. The LPA are meeting with partners regularly to establish actions for each service.

In Colchester, North LPA will build on Operation Sandy - Joint work with the Crime and Public Protection Command, focusing on violence against women and girls (VAWG), looking after vulnerable people and preventing offences in the night-time economy.

² Operation Minerva is a project with Nottingham Trent University on unsafe public places relating to violence against women and girls.

	<p>In CID, the LPA will identify subjects who are exhibiting an increase in violence/ weapon offences and proactively target the individual to reduce risk, through the deployment of overt and covert tactics across a range of teams and partners (Operation Silk).</p>	
<p>Invest in the accessibility of Essex Police via the internet and social media, including online reporting and chat as well as 101, so they can give better feedback to communities and victims.</p>	<p>Promotion of alternatives to 101 (such as online reporting and direct numbers to contact officers) and seasonal crime prevention campaigns are running throughout the summer.</p> <p>Operation Community, Response Policing and other outcome/value-based news stories and proactive releases are at a 3-year high (203 per calendar month in 2023 vs 188 per calendar month in 2020).</p>	<p>Media & Communications</p>
<p>Build on the success of our Joint Education Teams by investing in work with schools and young people to develop a comprehensive education focused prevention programme delivering relevant messages, including about healthy relationships and Child Sexual Exploitation, at the right time throughout a student’s journey through education.</p>	<p>Data from Essex Fire Service shows that in 2023/24 Q1, there were 341 sessions delivered, across 180 schools and colleges.</p>	<p>Performance Analysis Unit (PAU); school visits tables from the Fire service</p>

<p>Improve the effective allocation of planned police resources by monitoring crime All Crime Harm (crime severity) scores and ensuring Essex Police and partners bring down the level of harm in our communities.</p>	<p>Crime and performance are scrutinised at regular command team performance meetings, which drill down into detail and identify areas for improvement.</p> <p>“Fusion Briefings” are being trialled across the South Local Policing Area, using a suspect led approach. This is a multi-agency approach to daily briefings, focusing on locating, detaining, and intervening - working with all police disciplines and partners to reduce high harm.</p> <p>Over the next quarter, statistics related to high harm reduction through perpetrator arrests will be obtained for review.</p>	<p>South LPA</p>
<p>Invest further in intelligence led Local Policing Teams, as we have in Town Centre Teams and Disruptor Teams, to adopt a problem-solving response to local issues</p>	<p>The tasking process aims to produce at least one arrest every day based on intelligence led targeting. This generates an increase in intelligence gathering and sharing between teams, including local policing teams.</p> <p>Operation Grip (crime hot spot patrols) has been updated with new hotspots based on crime data. Patrols will be directed to these locations for at least 15 minutes on each occasion to deter/disrupt crime. This has continued with 100% compliance.</p>	<p>South LPA</p>
<p>Recognise and welcome the increased diversity of Essex and invest in ways to work together with all communities to prevent</p>	<p>South LPA utilise Community Policing Team resources - especially Community Safety and Engagement Officers and</p>	<p>South LPA</p>

crime by encouraging reporting, identifying problem areas and targeting prevention activity

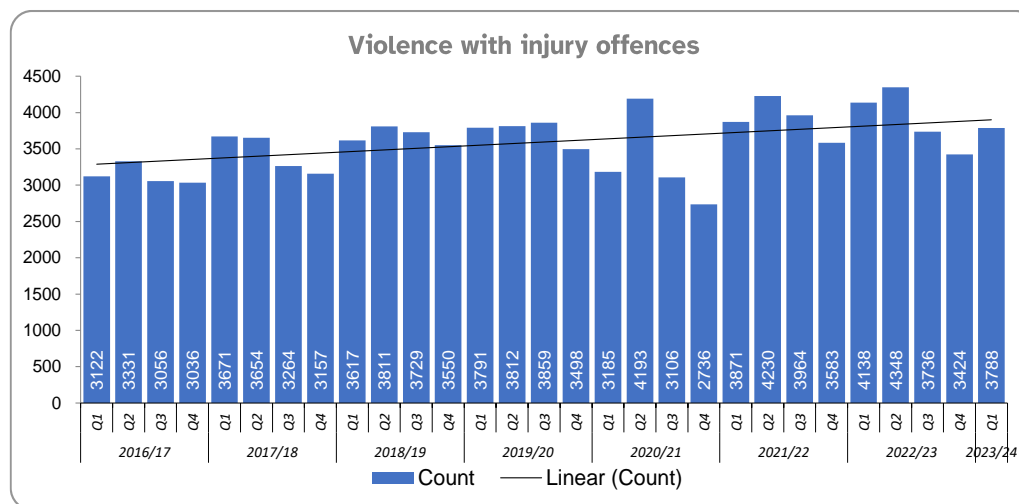
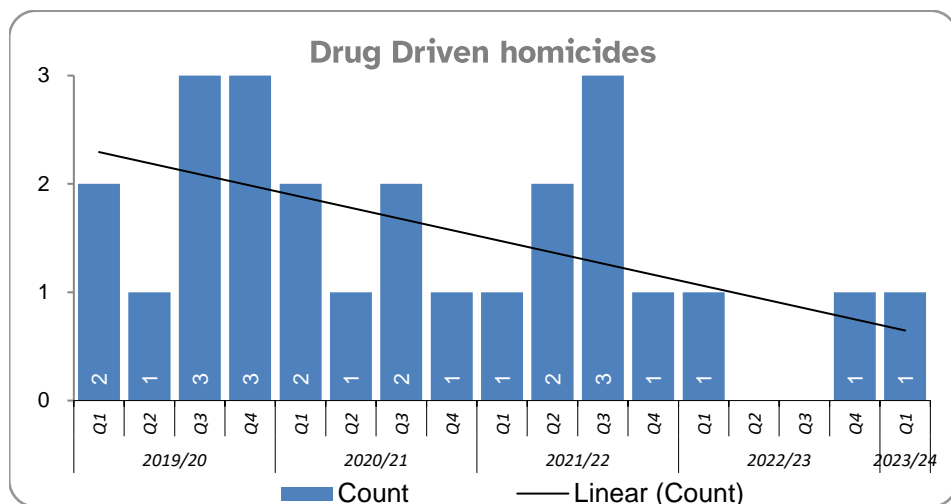
faith group contacts - to establish rapport between Essex Police and hard to reach groups.

The LPA are exploring how it can make Independent Advisory Groups more reflective of communities.

Operation Community is a monthly, force wide initiative, listening to communities and increasing visibility, often with partners. Recent examples include warrants, high visibility patrols and a football tournament.

Priority 2 - Reducing drug driven violence

Our objective is to crack down on drug driven violence and gangs, protect the vulnerable people these gangs prey on and deal with the hardened criminals whose criminal activities increase violence in our communities.



Key Points

- There is a continued downward trend in drug-driven homicides.
- There are lower levels of offences in the last year (2022/23 Q2 to 2023/24 Q1) compared to any of the last three years.
- There is an upward trend in Violence with injury offences from 2016/17 Q1 to 2023/24 Q1.
- Violence with injury offences increased in 2023/24 Q1, despite decreases in the previous two quarters.

We will	Commentary	Who
Work with the National Crime Agency to tackle and reduce the number of gangs and criminals operating nationally.	The work conducted each day by the dedicated Operation Raptor and Operation Orochi teams is Essex Police's response to tackling and reducing the number of County Lines in Essex and nationally. The structure of the Serious Violence Unit (SVU) within Essex is seen as best practice regionally and it is accepted that Essex Police is leading the way in tackling and dismantling County Lines. Through regular engagement with Eastern Region Special Operation Unit (ERSOU), the National Crime Agency and other forces regionally, the Force will continue to target those lines that cause the greatest harm.	SCD/SVU
Provide further investment in the Essex Police Serious Violence Unit to dismantle more County Lines drug gangs.	Investment in 2021 led to growth within the Serious Violence Unit structure, allowing for increased activity in the pursue element of County Lines through the Operation Raptor Teams, along with increased activity within the Prevent Protect Pursue (PPP) team. It is recognised that to expand and build upon the current processes, and to address the ever-changing tactics of County Lines and Organised Crime Group's (OCG's), and to address the increase in workloads, further growth, or re-focussing current resources is required, especially to develop the on-line strategy.	SVU
Support the use of Serious Violence Reduction Orders and the implementation of Offensive Weapon Homicide Reviews.	Serious Violence Reduction Orders are subject of a national pilot with four forces, Essex Police not being one of them. The pilot is a two-year programme and Essex Police remains engaged with the relevant forces at a national level to monitor the progress of the pilot.	SCD/SVU

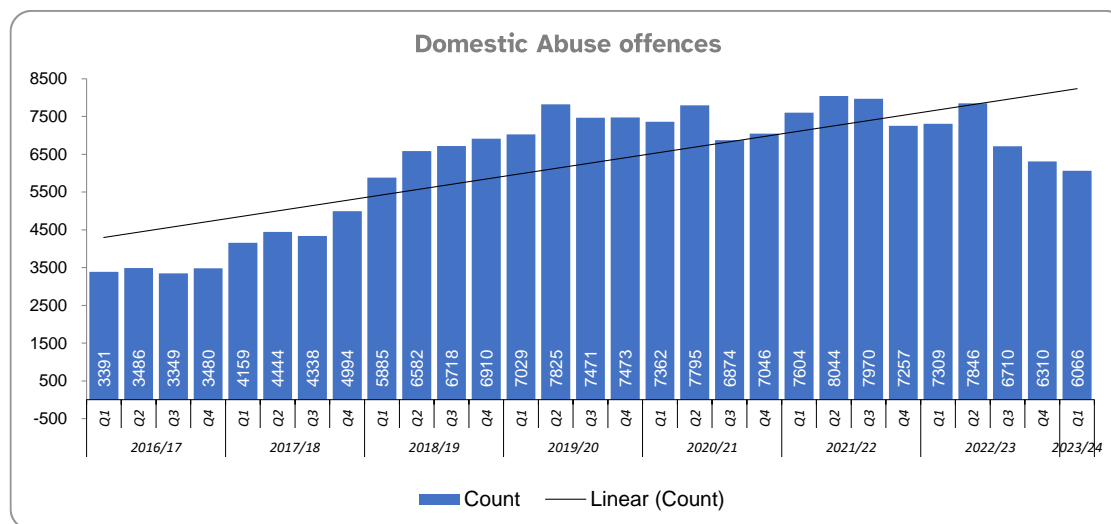
	<p>Although not part of the pilot force, the orders are transferable which means anyone subject of an order can be managed by any Police force in the country. Communication with the pilot forces has ensured that anyone travelling to Essex subject of an order will have their information shared with Essex Police so arrangements can be made to manage the threat posed by that person.</p>	
<p>Through our Violence and Vulnerability Partnership we will:</p> <ul style="list-style-type: none"> • Protect vulnerable people from gangs while we deal with the hardened criminals who prey on them. 	<p>The Prevent Protect Pursue (PPP) Team works closely with the Violence & Vulnerability Unit (VVU) to ensure that vulnerable people are protected and safeguarded from the activities of County Lines. The role of the dedicated Operation Raptor Safeguarding officers - the first of their kind regionally - is to focus on the safeguarding and protection of vulnerable people during the enforcement stage of investigations and activity. The role of the Safeguarding Officer is to provide immediate safeguarding, but this role has now developed to include engagement with partner agencies to ensure long term protection and diversion away from criminality. For example, engagement with treatment services, local authorities, Re-Route, Youth offending, Probation etc.</p> <p>Essex Police is a member of the Violence and Vulnerability partnership, including tertiary prevention through its high-risk cohort focusing on those aged 25 and under receiving pre-court intervention, with a focus on reintegration and employment.</p> <p>A specialist education element is funded as part of the Violence and Vulnerability work programme, including a senior targeted</p>	<p>SCD/SVU</p>

youth advisor. The rationalisation and improvements made to adult out of court disposals gives us an opportunity to improve the outcomes and timeliness for those who make swift changes in their behaviour. The VVU are investigating the best way to utilise these options in a way that protects citizens and encourages swift justice.

The VVU is continuing to form part of the enhanced monitoring cohort within the Home Office framework. This allows us to collaborate with them to increase its understanding of evaluation and share best practice. This has benefitted the VVU, including direction around evaluation of its focused deterrence and increased priority around sporting interventions.

Priority 3 - Protecting vulnerable people and breaking the cycle of domestic abuse

Our objective is to give a voice to those who need protection, support the vulnerable and reduce the number of people who become the victim of crime in their communities or their homes.



Key Points

- Domestic Abuse offences have increased significantly in Q1 2023/24 compared to Q1 2016/17. This can partly be attributed to changes in Home Office Crime Recording (HOCR) rules, new national initiatives, and additional ways of reporting to Essex Police over the last five years. These include:
 - 2018 April – Change in Stalking and Harassment (S&H) Crime recording Rules introduced
 - 2021 January - ‘Ask for ANI’ (‘Action Needed Immediately’) initiative introduced³

³ A codeword scheme that enables victims of domestic abuse to discreetly ask for immediate help in participating pharmacies and Jobcentres.

- 2021 October – Domestic Abuse definition made broader⁴
- 2021 December – Domestic Abuse incidents able to be reported via the Essex Police website.
- 2022 August – Crime Data Accuracy Review initiated into recording of Stalking and Harassment offences⁵ identified over recording.
- Despite the upward trend from 2016/17, there has been a decrease in offences in each of the last 3 quarters.
- The number of domestic abuse offences recorded in 2023/24 Q1 is the lowest since 2018/19 Q1.
- Changes to HOCR for Stalking & Harassment in May 2023, accounts for some of this reduction in 2023/24 Q1. However, Stalking and Harassment only accounts for around a third of the overall decline in domestic abuse, indicating that offences have decreased despite changes to the crime recording rules.

We will	Commentary	Who
Drive consistency and better performance in the response to domestic abuse across all agencies to bring more perpetrators to justice and reduce repeat offending.	North LPA focus on frontline officers utilising Domestic Violence Protection Notices/Orders when responding to any domestic abuse incident in Essex. Operation Consider relates to Domestic Violence Protection Notice/ Order refresher training for all officers, focusing on application and enforcement.	South LPA

⁴ Individuals who are personally connected included, and economic abuse which replaces financial abuse. “What does change is how the two parties are associated with each other (making it wider than it is now), dictating that the parties need to be ‘personally connected’.”

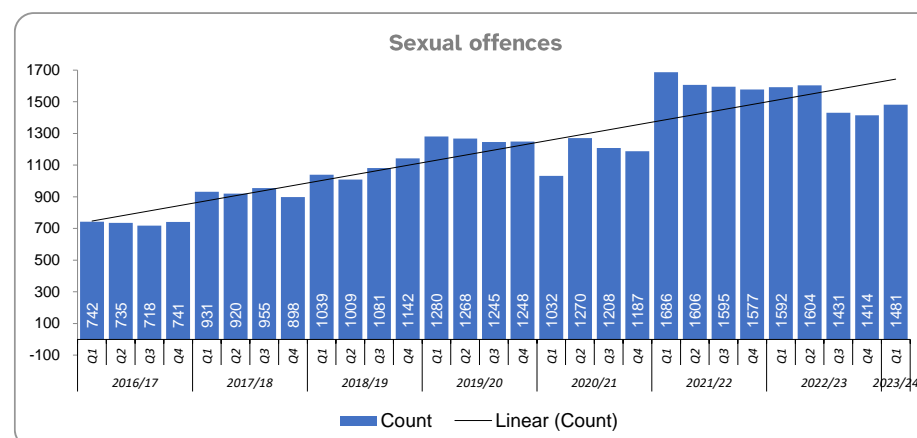
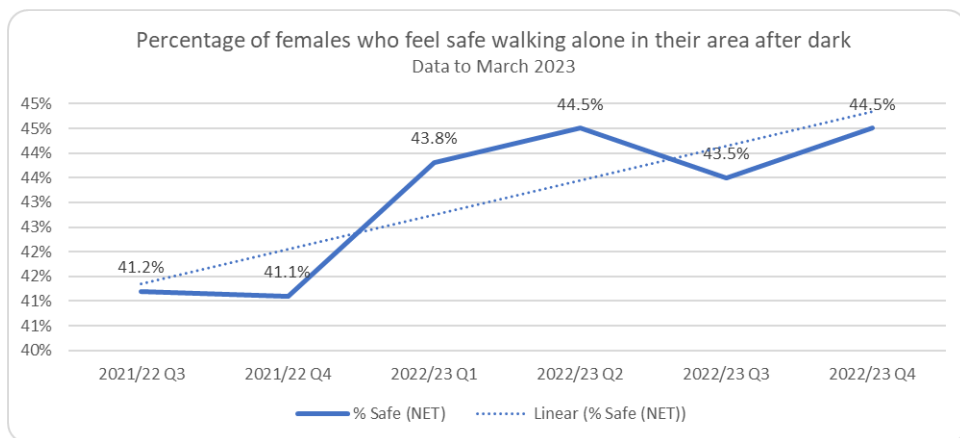
⁵ Essex Police auditing and, where appropriate, cancelling Stalking & Harassment offences to ensure additional crimes have not been unnecessarily recorded. Essex Police have also been educating those working within the Resolution Centre, ensuring they fully research the individuals involved in these types of offences before they create new crimes; where previous records exist, these additional incidents are instead referred to the relevant officer(s) in order that they can be investigated together.

	The LPA have worked with the legal department to assist with orders in terms of analysis, quality assurance, opportunities to enforce and to identify breaches. This in turn is used to disrupt offenders.	
Continue the programme of investment in dedicated officers working in collaboration with other partners to support high volume, repeat victims and tackle repeat perpetrators and break the cycle of domestic abuse.	<p>The Domestic Abuse Problem Solving Team (DAPST) have switched from a victim focus to a perpetrator focus, using intelligence led briefings to target the highest risk offenders.</p> <p>Each supervisor is informed of the number of outstanding suspects on their team on a weekly basis. This enables effective supervision and monitoring of progress.</p>	South LPA
Invest resources into activity essential to preventing the harm caused by high-risk sexual offenders.	TOEX (Tackling Organised Exploitation) is a national intelligence led effort to identify and disrupt high risk offenders. Tasking meetings coordinate the local response to TOEX nominals in each district. This process allows collaboration across the local policing areas.	South LPA
Support victims of human trafficking and modern slavery including sexual exploitation and continue to promote close working with the UK Border Agency, National Crime Agency, and national and regional partners to support victims and bring perpetrators to justice.	<p>The Essex Police Serious Crime Directorate – Prevent and Protect staff - have a partnership meeting every month with partner agencies such as Border Force, where information is shared to support victims.</p> <p>Partner agencies also attend Eastern Region meetings, where information is shared and trends are discussed.</p>	MSHT Investigation Team

	<p>The Serious Crime Directorate work with Border Force and partner agencies, such as Justice and Care and A21 charity (who specialise in victim care for Modern Slavery and Human Trafficking) on things like Op Aidant - whereby Border Force & Police speak to passengers at Stansted Airport, identifying any safeguarding concerns and any exploitation. If any potential victims are identified, they are helped there and then by the appropriate agencies.</p>	
<p>Ensure that Essex Police work with all communities across Essex to hold the confidence of those communities and work together to effectively challenge discrimination and tackle crime.</p>	<p>South LPA continue to use outreach through Community Support and Engagement Officers and Community Policing Teams to build rapport with hard-to-reach communities. The LPA’s communication strategy reflects the population, with each district having multiple avenues to engage with the public. Newsletters, social media, in-person meetings, partnership engagement are all used to encourage information sharing and increase confidence in reporting.</p>	<p>South LPA</p>

Priority 4 - Reducing violence against women and girls

Our objective is to support a cultural change within society and provide strong, consistent, and vocal support for the safety of women and girls whether they report crimes against them or not.



Key Points

- Female confidence in walking alone after dark⁶ remained stable in 2022/ 23 Q4⁷.
- The trend from 2021/ 22 Q3 to 2022/ 23 Q4 shows a slight increase in confidence levels, despite Policing events in the media, primarily relating to the Metropolitan Police.
- There is an upward trend in sexual offences from 2016/17 Q1 to 2023/24 Q1.
- There was a slight increase in 2023/24 Q1, compared to the previous two quarters.

⁶ The confidence question was added to the internal survey in September 2021.

⁷ Confidence data is received at the end of the first month of the new Quarter, so is currently only available up to 2022/23 Q4.

We will	Commentary	Who
<p>Encourage victims to report crime and support them through the criminal justice system.</p>	<p>West LPA work with its Community Safety Partnerships (CSP's), councillors and MPs to encourage those victims of crime who have not reported specific incidents to Police, to come forward. In addition, the LPA publicise all positive outcomes on social media channels which promotes that we, as a Force will listen, react and investigate allegations of crime. West LPA work with its Hate Incident Reporting Centres (HIRC), Independent Domestic Violence Advocates (IDVA) and Anti-Social Behaviour (ASB) officers to promote victims to come forward and report crime. Victims are offered referrals to the Victim Support Scheme (VSS), and in cases of repeat victims, they are referred to the VSS.</p> <p>In addition, West LPA have engagement events such as Coffee with Cops and pop-up events in crime hotspots to promote crime prevention advice and encourage those victims to report incidents to the Police. This also gives members of the public an opportunity to discuss any concerns they have.</p> <p>Within the Brentwood and Epping Forest District, West LPA have been holding Walk With Us events, where members of the public have the opportunity to speak with Police Officers and ask any questions they may have. Throughout this event the process of reporting crimes is also explained to enhance understanding around the process.</p>	<p>West LPA</p>
<p>Support Essex Police and partners to robustly target offenders and to develop stronger investigations</p>	<p>Thurrock Thurrock District work closely with Probation to identify those prolific offenders, who once released from prison, continue their criminality. The district also has a strong partnership with Thurrock Council, who - with its Information Sharing Agreement (ISA) - can provide details of offenders to</p>	<p>West LPA</p>

that lead to more successful prosecutions

ensure a collaborative approach is adopted to target them. Platforms such as the Local Allocation Group (LAG) allow all agencies locally to come together and develop joint solutions to offenders' behaviour, but also increase their ability to secure evidence of offending.

Epping Forest District & Brentwood

Community Safety Engagement Officers (CSEOs) continue to assist with the media campaigns such as Reflect, offering reporting resources for domestic abuse victims and opportunities for suspects to change their behaviour.

Harlow

Harlow District has developed a bespoke investigation improvement plan to tackle Hate Crime. This has led to a solved rate of nearly 30%, which represents the best across the Eastern region. Additionally, victim support for police action has vastly improved with lower levels of victim disengagement. This is being rolled out across the West Local Policing Area and shared with the wider force.

Engage with schools to educate our children on healthy relationships and create a culture where male violence against women and girls is unacceptable.

Thurrock

Engagement with all young people in Thurrock on several topics has seen Children and Young Person Officers (CYPs) & Community Safety Engagement Officers (CSEOs), as well as the Violence and Vulnerability Unit, working with and separately from the Essex Fire & Rescue education officers in Thurrock schools, youth groups and with the Thurrock youth cabinet. This engagement has centred around educating and diverting its youth away from gang and knife crime, as well as building acceptable and positive relations with each other.

West LPA

	<p><u>Epping Forest District & Brentwood</u></p> <p>Children and Young Person Officers are attending local schools and holding in-school versions of Coffee With Cops to encourage communication with students. They are also holding group session talks with students about healthy relationships.</p> <p><u>Harlow</u></p> <p>Harlow District has launched a product which has concentrated on Harlow College, which covers conversations around Violence Against Women and Girls (VAWG) and male violence. The product developed by Police Officers encourages conversations around male violence, misogyny and behaviour that encourages reporting and challenging.</p>	
<p>Work with police and partners to look for ways to reduce the fear women feel in their communities.</p>	<p><u>Thurrock</u></p> <p>Following the publishing of the Operation Minerva⁸ data, Thurrock District are working with its Community Safety Partnerships, to identify measures within VAWG hotspots, which will prevent crime from occurring or help to detect those offences committed and bring to justice those offenders. The district does this by reviewing the physical environment such as street lighting, CCTV and area layout to help target these areas, whilst also considering education programmes, bystander programmes, communication campaigns and the use of technology such as the StreetSafe app.</p> <p>The district has and will continue to engage at events such as Coffee with Cops and partnership pop ups/action days. This is where the district provides advice, information, support and free crime</p>	<p>West LPA</p>

⁸ Operation Minerva is a project with Nottingham Trent University on unsafe public places relating to violence against women and girls.

prevention items (when available) such as personal alarms, door & window alarms, to all that attend. The district will also explain the different ways of reporting and why it's important to report all incidents.

Thurrock District work closely with its Independent Advisory Groups (IAG), receiving critical feedback on all topics, including Violence Against Women and Girls to seek to build a better understanding and trust within the community to tackle this crime type. The district are data driven to identify hotspots and conduct pop up events to engage within those communities to understand what may be the key issues that can cause this crime type.

Epping Forest District & Brentwood

Walk With Us events, in collaboration with the Community Safety Partnerships, have been successful. They have been scheduled monthly for the next year, with events branching out to Park Runs. Questionnaires are completed asking what changes can be made within the community for people to feel safer. The results of these are fed back to the relevant department - such as local authorities for lighting complaints.

Officers continue to promote the use of the StreetSafe app.

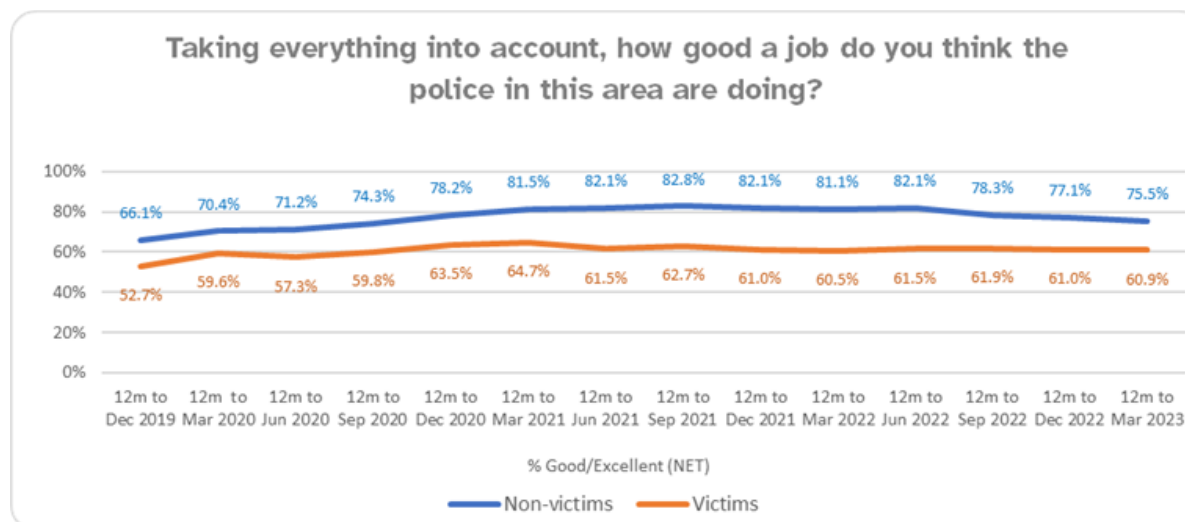
Harlow

Harlow District has included Violence Against Women and Girls (VAWG) in its Community Safety Partnership Strategy for the first time. Its action plan includes focusing on perpetrators, awareness

(especially with young people) and focusing on creating safer spaces. The work will include the first survey in Harlow of feelings on Violence Against Women and Girls, creating safer spaces and enforcing against perpetrators.

Priority 5 - Improving support for victims of crime

Our objective is to recognise and prevent the harm caused to victims by the crime they experience, and the need to protect those who are most vulnerable to becoming victims.



Key Points

- Confidence among victims (from the independent survey commissioned by the PFCC and Essex Police) is at 60.9% for 2022/23 Q4 (results for the 12 months to March 2023).
- Confidence among victims is 14.6% lower than confidence among non-victims.
- Confidence levels have remained stable among victims over the last year but have decreased by 5.6% amongst non-victims (12 months to March 2022 compared to 12 months to March 2023).
- Confidence levels resulting from actions taken in 2023/24 Q1 will be received at the end of July.

We will	Commentary	Who
<p>Continue to champion the rights of victims and encourage reporting.</p>	<p>North LPA will continue to understand the views of victims by providing the right contact details for victims of crime using the NICE principles (Name, Incident number, Contact details, Explain that email is the best method of contact).</p> <p>Officers will ensure their email signatures are up to date, its social platforms have the correct details on, and provide the public with the relevant meet and greet events and walkabout events to enable opportunities for advice and discussions around any concerns they may have.</p> <p>North LPA will use the census data to approach its community with engagement in the best possible way by being visible and providing a monthly update newsletter to keep the community informed.</p> <p>As part of Operation Lancaster, North LPA have provided a visible presence to victims of crime and where approached, given crime prevention advice and referrals to agencies such as the fire service and Next Chapter. Operation Lancaster is responding to victims of crime who have had investigations closed via Desk Based Investigations. High visibility patrols are conducted to provide reassurance and increase confidence levels in the community, for victims of unsolvable crime.</p> <p>The LPA will continue its bespoke engagement with victims of domestic abuse at its local refuge. Next Chapter will also be delivering inputs to Local Policing Team shifts.</p>	<p>North LPA</p>

Work with partners to ensure victims receive appropriate tailored support and are confident to report crime or, if they choose, to seek non-custodial resolutions and out of court disposals.

North LPA will work with partners such as Next Chapter and National Centre for Domestic Violence to ensure victims of domestic abuse receive support, safeguarding and advice both through the investigation phase and beyond.

The LPA will focus on victims of VAWG (Violence Against Women and Girls) offences in the district in line with the Chelmsford Women’s Safety Charter. This is achieved with frequent focus groups and engagement events to raise awareness and support victims of these crimes.

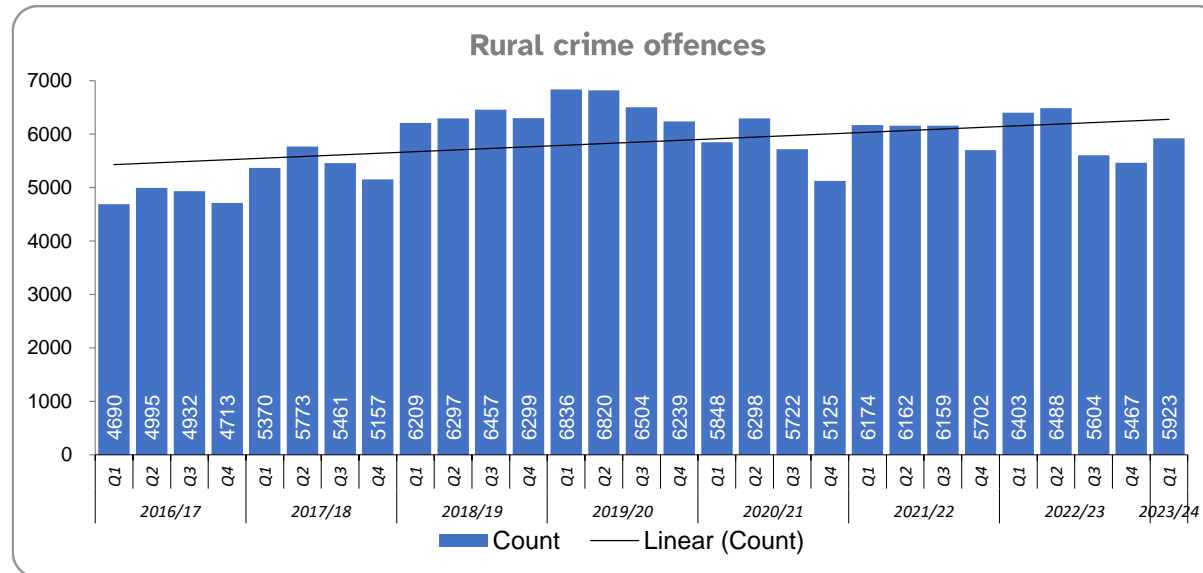
North LPA have and will continue to listen to feedback and make changes following VAWG focus groups. For example: lighting in car park areas that night-time economy users frequent.

The LPA will continue its promotion and engagement with other groups who can help and support victims of crime, such as Victim Support and Neighbourhood Watch. The LPA will also help to promote the Business Improvement District and Open Roads “Summer of Safety” message around the night-time economy in Colchester.

North LPA

Priority 6 - Protecting rural and isolated areas

Our objective is to work with rural communities to help them build greater resilience and keep them safe.



Key Points

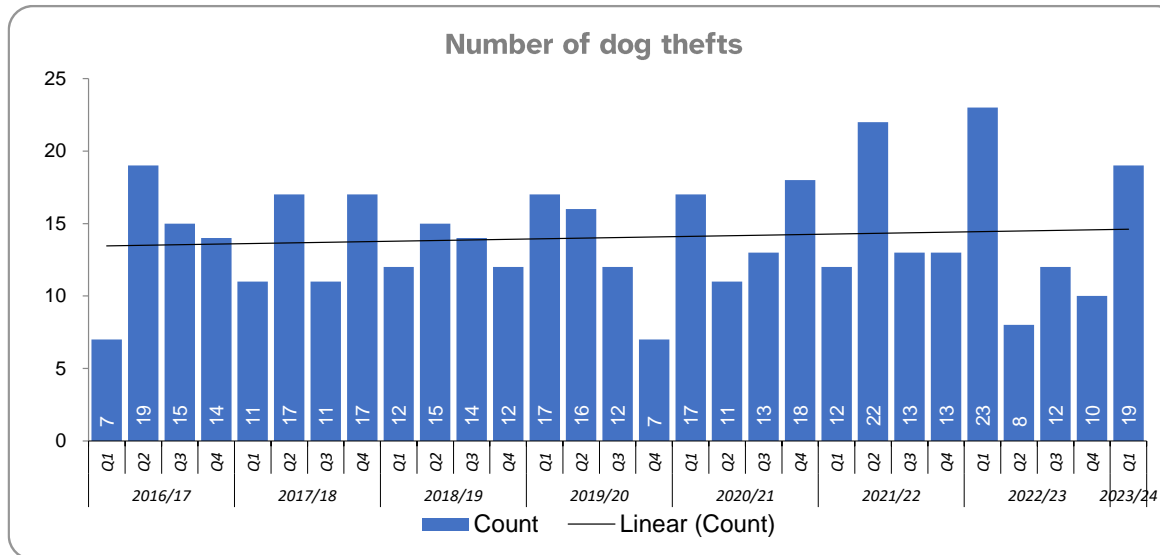
- Although the long-term trend for Rural offences is slightly increasing, fewer offences were recorded in Q1 2023/4 compared to the same period the previous year.
- The trend for Rural crime broadly matches the pattern for All Crime.

We will	Commentary	Who
<p>Make further investment in fighting rural crimes, such as hare coursing, wildlife crime, heritage crime, fuel theft, unauthorised encampments, and fly-tipping as well as the theft of major plant and equipment.</p>	<p>Proceeds of Crime funding has been secured for a new Rural Engagement Team (RET) drone and training. This will be deployed at live incidents as well as intelligence gathering. It provides a highly visible deterrent in rural areas.</p> <p>This quarter, the Rural Engagement Team and CID have taken on ownership of an Organised Crime Group (OCG) involved in theft of plant. Investigations are ongoing, multiple items of stolen plant have been recovered this quarter.</p>	<p>LPSU - Citizens in Policing</p>
<p>Collaborate with rural communities and partners to understand rural communities and their issues, prevent crime and feedback on police activities.</p>	<p>The refreshed Rural Crime Strategy was launched in March 2023.</p> <p>The Rural Engagement Team have attended six community meetings in this quarter including the Essex Rural Partnership and Rural Crime Forum.</p> <p>Presentations were given to two parish councils and the Rural Engagement Team attended a public meeting with the local police district commander in Uttlesford to address rural crime concerns.</p>	<p>LPSU - Citizens in Policing</p>

	<p>Reporting of crime is actively encouraged at public events. A new crime advice and reporting QR code leaflet has been designed and is being distributed at events directing the public to appropriate guidance and reporting.</p> <p>A further reporting and advice leaflet is in progress being created to improve engagement with Gypsy Roma and Traveller communities at encampments including reporting hate crime.</p> <p>In Brentwood, the Rural Engagement Team are supporting the Community Policing Team at a public meeting in July to engage around issues in Navestock.</p>	
<p>Encourage the reporting of rural crime by working with partners to promote ways to report and the positive impact this has on targeting offenders and crime hot spots.</p>	<p>Reporting of crime is encouraged through the Rural Engagement Team monthly newsletter. This has an initial distribution list of nearly 300 external partners and agencies. This is then shared further times within partner agencies and groups. Three newsletters were sent out this quarter.</p> <p>Rural Engagement Team social media encourages the reporting of crime and shares communications relating to reporting of crime from Essex Police.</p>	<p>LPSU - Citizens in Policing</p>

Priority 7 - Preventing dog theft

Our objective is to do more to protect our pets and build confidence in how Essex Police handle dog thefts.



Key Points

- There is a very slight upward trend in the number of dog thefts⁹ from 2016/17 Q1 to 2023/24 Q1. However, due to the low number of offences, this increase is not statistically significant.

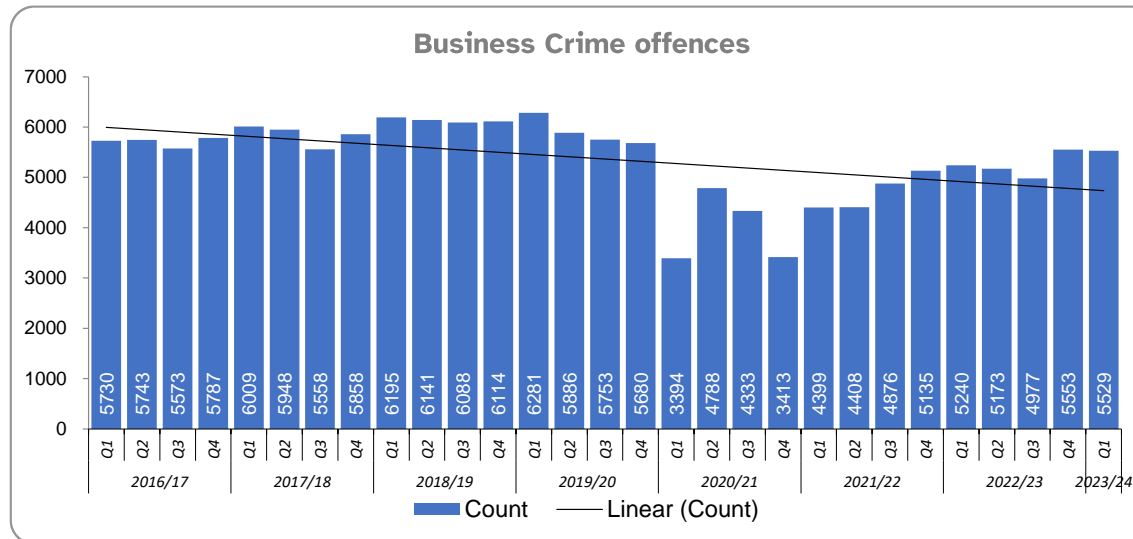
⁹ This relates to the number of thefts in which dogs were stolen – not the quantity of dogs stolen. Data is based on theft and robbery offences where the property code is recorded as ‘pet animal – dog’ and the property status is ‘stolen’ and/or ‘stolen/ recovered’.

We will	Commentary	Who
Engage with the public and animal charities to understand the extent of dog theft in the county and how we can prevent it.	The Rural Engagement Team, Essex Watch and Community Policing Teams have carried out one dedicated dog engagement event in Colchester in this quarter. Working with partners such as local Park Rangers. Voluntary microchip checks were carried out and information leaflets distributed. Dog theft awareness is now part of business as usual with the Rural Engagement Team.	LPSU - Citizens in Policing
Encourage the public to share intelligence to inform targeted enforcement activity by raising awareness of how to report.	The Rural Engagement Team have attended eight engagement events in this quarter. Dog theft information leaflets have been widely distributed at these events. These include information on how to report thefts.	LPSU - Citizens in Policing
Support the victims of Dog Theft by recognising the misery caused to families by this crime, reuniting them with their animals wherever possible and reducing their risk of becoming victims of further criminal activity, such as fraud	The Rural Engagement Team have a dedicated dog theft officer who reviews and advises on every reported dog theft in Essex. The Rural Engagement Team have worked with other departments to trace stolen dogs. In June, they recovered a dog taken during a residential burglary in Halsted and reunited her with her owners.	LPSU - Citizens in Policing
Work with charities and partners to introduce campaigns and promotional activity to increase awareness of dog theft and	In this quarter, work with Colchester Rangers has been undertaken at the joint engagement event at Gosbecks Park.	LPSU - Citizens in Policing

promote prevention activity so people know how to keep their dog safe.		
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Priority 8 - Preventing business crime, fraud, and cyber crime

Our objective is to work with businesses and individuals to tackle the surge in fraud and cyber-crime and to support Essex Police's Business Crime Strategy to help keep businesses safe.



Key Points

- The long-term trend for offences recorded from 2016/17 Q1 to 2023/24 Q1 is slightly down. This is because many businesses were prevented from fully opening during the period of Government COVID-19 restrictions.
- Offences have been rising over the last two years (2021/22 Q1 to 2023/24 Q1), with offence levels in the last quarter almost reaching pre-pandemic levels.

We will	Commentary	Who
<p>Improve the reporting of fraud and reduce the number of people and businesses who become victims by raising awareness of the risks, through promotion of Fraud Alerts, and how to stay safe both on and offline.</p>	<p>The Prevent & Protect (P&P) Team have dedicated Fraud & Cyber experts who deliver numerous presentations to businesses, local authorities, charities, voluntary-sector and community groups. The focus of these presentations is to upskill the audience of the risks of fraud, explaining the current trends and top tips in keeping themselves safe from frauds.</p> <p>The P&P Team also contact vulnerable victims of Fraud & Cybercrime, giving them bespoke advice to reduce the chances of them becoming repeat victims.</p> <p>The P&P Team also work closely with the Media Department and send out Fraud & Cyber alerts via social media platforms using its #fraudfriday. This messaging goes out every Friday and contains advice on current trends and up-to-date prevention advice.</p> <p>The P&P Team are also working with academia in relation to developing a better understanding of fraud, victims, and processes. In partnership with Essex University, the team are looking at developing a Fraud Victim’s Recovery Toolkit, and</p>	<p>Serious Crime Directorate</p>

	with Portsmouth University to look at developing a complete end to end process for supporting fraud victims.	
<p>Encourage businesses and individuals to report incidents of fraud, online crime and cybercrime and provide the support to recover.</p>	<p>The Prevent & Protect (P&P) Team work closely with small and medium businesses, offering upskilling presentations - giving advice how to reduce the chances of becoming a victim of fraud or cybercrime - and bespoke advice to victims to try and recover their services and prevent repeat victimisation. The team also contact vulnerable victims of fraud and cybercrime to offer bespoke prevention advice and support in trying to recover their services and money.</p> <p>The P&P Team are working with media through #fraudfriday and detail how to report frauds and cybercrime. The message regarding reporting is also carried through via all the presentations delivered by the team.</p> <p>The P&P Cyber Officers also work closely with the Eastern Region Cyber Resilience Centre (ECRC) and make referrals to them of local businesses who want assistance in developing and maintaining their cyber security. They also offer support regarding recovery following a cyber incident.</p>	<p>Serious Crime Directorate</p>

Essex Police have now moved over to the level 2 service from the National Economic Crime Victim Care Unit (NECVCU). This now means that the NECVCU will make contact to most of its vulnerable victims of fraud and offer consistent, national advice and support. The P&P Team still offer advice to the most vulnerable victims (level 3) and those victims within level 2 that are considered in need of a more timely response to prevent repeat victimisation.

Support Essex Police’s Business Crime Strategy and promote awareness of the Business Crime Team, including:

- working closely with businesses to prevent crime, identifying and prioritising resources to tackle it.

The Prevent & Protect (P&P) Team work closely with small and medium sized businesses within Essex. The P&P Team have developed great working relationships with the Essex Federation of Small Businesses and local Business Networking organisations, which gives the team access and networking opportunities with Essex businesses. Through this networking, they can deliver the required messaging re identifying fraud and cyber risks within their organisations and the priority to implement basic security and training for their staff.

The P&P Team also work closely with the Essex Police Business Crime Team and hold joint Business Cybercrime Clinics, where suitable advice can be delivered to those businesses with questions or issues.

Serious Crime Directorate

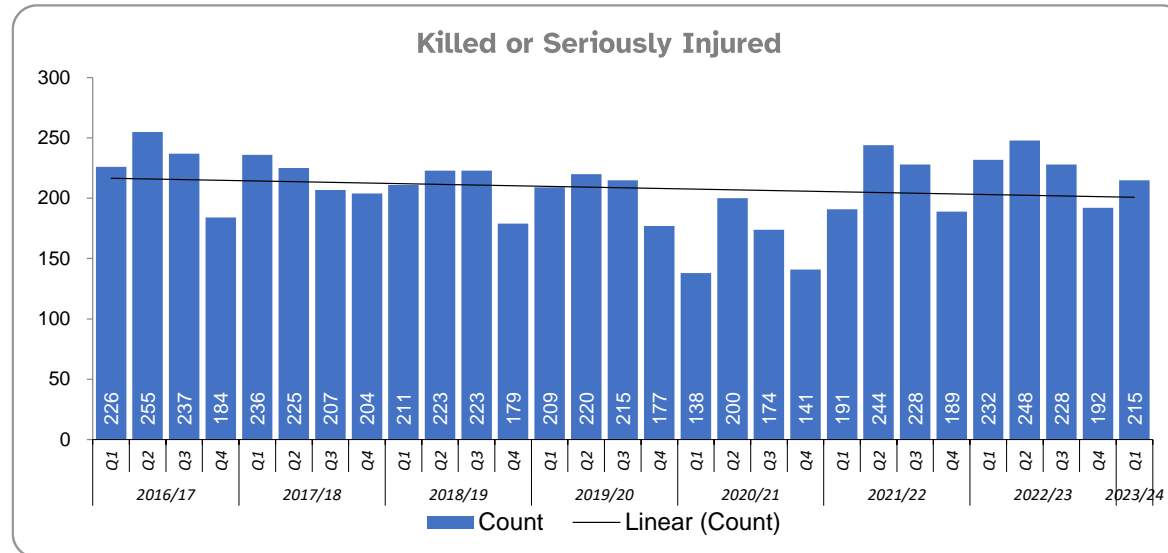
<p>Support Essex Police’s Business Crime Strategy and promote awareness of the Business Crime Team, including:</p> <ul style="list-style-type: none"> • working with businesses to ensure that they are aware of best practice and are empowered to reduce the risk of crime to their business. 	<p>The Prevent & Protect (P&P) Team attend numerous Business Networking events each month and through this contact with local businesses they deliver basic cyber and fraud prevention advice, promote the Eastern Region Cyber Resilience Centre (ECRC) and obtain presentation opportunities so that best practise and advice can be disseminated to their employees.</p>	<p>Serious Crime Directorate</p>
<p>Support Essex Police’s Business Crime Strategy and promote awareness of the Business Crime Team, including:</p> <ul style="list-style-type: none"> • working with businesses to encourage reporting of crime to gain an accurate picture of business crime in our county. 	<p>The Prevent & Protect (P&P) Team have been working with top Essex based cyber insurance and security firms to establish the blockers for businesses in reporting fraud & cybercrime to law enforcement. These insurance & security firms are assisting in developing a planned and staged approach to build up trust within the business community that reporting of these incidents will not adversely damage their reputation.</p>	<p>Serious Crime Directorate</p>
<p>Support Essex Police’s Business Crime Strategy and promote awareness of the Business Crime Team, including:</p> <ul style="list-style-type: none"> • tackling those who commit crimes against businesses. 	<p>Essex Police Cyber Crime Unit have charged a suspect with interfering with the Department of Work & Pensions system, with referrals to the Cyber Choices programme to seek education and prevent future offending.</p> <p>Investigations within Economic and Cyber Crime have a coordinated Prevent & Protect approach where businesses are involved. This promotes limiting further offending but also</p>	<p>Serious Crime Directorate</p>

	ensures an engaged working relationship to provide evidence and report any further instances.	
Support Essex Police’s Business Crime Strategy and promote awareness of the Business Crime Team, including: <ul style="list-style-type: none"> • giving confidence to those who fear crime and support to businesses who have been the victim of crime. 	The Prevent & Protect (P&P) Team have developed great working relationships with local Business Networking Organisations and the Federation of Small Businesses - the result being that these organisations make referrals to the P&P Team when businesses have been victims of fraud & cybercrime. The P&P Team then offer support in the first instance and onward referral if appropriate to the Eastern Region Cyber Resilience Centre (ECRC) and other such organisations.	Serious Crime Directorate
Improve the reporting of fraud and reduce the number of people and businesses who become victims by raising awareness of the risks, through promotion of Fraud Alerts, and how to stay safe both on and offline.	Around 7% of reported fraud relates to businesses, with the rest relating to individuals. The engagement of fraud coordinators, the Business Crime Team and the Prevent & Protect Team, with the business network within the county, continues to encourage reporting and assist with target hardening where required.	Serious Crime Directorate
Work with businesses and partners to keep shop workers safe and reduce violence against them	As above the Business Crime Team (BCT) look to sustained solutions against the most prolific offenders, with the use of Criminal Behaviour Orders.	Serious Crime Directorate

The BCT also engage with businesses face to face or through effective campaigns, such as the Closed for Crime Campaign, working with the Co-Op stores and using their own social media reach to protect the public and its staff.

Priority 9 - Improving safety on our roads

Our objective is to continue to improve safety on our roads, promote safer driving behaviours and robustly targeting those who cause the most harm.



Key Points

- The levels of those Killed or Seriously Injured (KSIs) on Essex's roads is relatively stable. Lower numbers were recorded when COVID-19 restrictions in relation to movement and travel were in place.
- There has been a slight downward trend in KSIs in the last two years alone (2021/22 Q2 to 2023/24 Q1).

We will	Commentary	Who
<p>Correct the misconception that death and injury on our roads is inevitable by working through Safer Essex Roads Partnership (SERP) to deliver Vision Zero.</p>	<p>Roads Policing Unit (RPU) have been focusing on supporting the National Vision Zero road safety campaign through Operation Vision Zero days of action. RPU have been focusing on road safety in different geographic areas, working alongside its Safer Essex Roads Engagement team. Since the start of the year, this operation has seen over 500 people prosecuted for mobile phone usage whilst driving, over 1,025 people prosecuted for not wearing their seatbelt, 300 people prosecuted for driving carelessly, and 2,021 people prosecuted for speeding on the roads of Essex. Officers have made 102 arrests, attended 57 road related incidents, visited 30 sites supporting Community Speed Watch volunteers at the roadside and attended 15 School Crossing patrol sites in support of the crossing operatives. In totality, interacting and engaging with over 2,046 drivers and riders.</p> <p>Highlights this year include supporting National Project EDWARD week - Every Day Without a Road Death - through the following Safer Essex Roads Partnership (SERP) campaigns:</p> <ul style="list-style-type: none"> • My Small Change - pre-drivers to pledge a small change that will inspire other young drivers or passengers to stay safe when driving or in a vehicle. • School Speed watch - allowing pupils with a Road Safety and Police Officer, to educate offenders about the dangers and consequences of speeding near their school. 	<p>OPC (Roads Policing)</p>

	<ul style="list-style-type: none"> • Parent and Child interactive school-based road safety sessions involving parents/carers. In support of this, Safer Essex Roads Partnership (SERP) have launched several new road safety videos as part of the wider Road Safety Pledge. <p>The Roads Policing Unit have been communicating partnership road safety work through social media channels to enable delivery to a wide audience, via local Press, SERP media office, local authorities, and road safety charities.</p>	
<p>Invest in Roads Policing enforcement and prevention activity:</p> <ul style="list-style-type: none"> • Collaborate with local councils and developers to advocate for new road networks to be safe and have safety technology built in when they are developed. 	<p>The Roads Policing Unit (RPU) have been working closely with local authorities monthly to ensure road safety features and speed limits on new developments, so they are agreed at pre planning stage. With this structure in place, authorities and RPU can work closely with other departments within Essex Police to ensure the requirements expected are met by developers. This includes suitable road safety design through street furniture, as well as the potential for installation of average speed systems. Ultimately this preplanning enables policies and procedures to be designed and implemented for a Safe Systems approach as part of the wider Vision Zero road safety campaign.</p>	<p>OPC (Roads Policing)</p>
<p>Invest in Roads Policing enforcement and prevention activity:</p> <ul style="list-style-type: none"> • Invest in better speed cameras and upgraded Automatic Number Plate Recognition tracking. 	<p>The Roads Policing Unit (RPU) have invested recently in the new TruCam 2 speed enforcement device. This handheld camera works with high-definition technology and can focus during low lighting, enabling officers to utilise the camera in the evening. Alongside this development, both Fixed and Average</p>	<p>OPC (Roads Policing)</p>

	<p>speed camera systems have recently been upgraded across the county, producing higher quality data and imagery with resulting better accuracy in targeting and prosecuting offenders.</p> <p>RPU are currently undertaking a project in the provision of Automatic Number Plate Recognition (ANPR) cameras in all road policing vehicles. This technology will help detect, deter, and disrupt criminal activity at a local, force, regional and national level. This includes travelling criminals (those using the road network to avoid being caught), and organised crime groups.</p>	
<p>Invest in Roads Policing enforcement and prevention activity:</p> <ul style="list-style-type: none"> • Co-locate Safer Essex Roads Partnership agencies to ensure a better service to the public. 	<p>The Roads Policing Unit (RPU) are currently reviewing and assessing co-location of road safety processing teams, including prosecutions and course providers. This in effect, will allow a more fluid communication between the teams and more focused processing model which ultimately can provide members of the public with a better service.</p>	<p>OPC (Roads Policing)</p>
<p>Work with the community and voluntary sector providers to deliver behaviour change and support programmes for drivers caught drug driving and, through better use of intelligence, identify and educate those who are at risk of offending</p>	<p>The Roads Policing Unit (RPU) have introduced three new speed enforcement officers working within the local community, supporting Community Speed Watch volunteers, School Crossing Patrol operatives and working alongside Maldon District Council enforcement officers. Collectively in partnership, this increases the unpredictable visibility of the speed enforcement footprint across the county and assists with reducing poor driving behaviour.</p> <p>As part of the wider joined up partnership and agency work, Operation Revoke has been created to support a referral of driving license to the DVLA (Driver and Vehicle Licensing Agency) in cases of drink and drug drive charge, as well</p>	<p>OPC (Roads Policing)</p>

	as automatic drug testing and referral to drug support networks in arrests associated with cocaine.	
Reduce the risk around key areas in our local communities and educate drivers by continuing to support Community Speed Watch	<p>The Roads Policing Unit (RPU) have been working closely with Community Speed Watch (CSW) volunteers at the roadside in support of key areas of recorded high speeds, listening to concerns and reacting with high visibility speed enforcement. RPU work in partnership with Essex County Fire & Rescue Service is ensuring volunteers feel valued by reporting good work through a monthly Community Speed Watch newsletter, attending and supporting ‘thank you’ events for volunteers, as well as addressing repeat speed offenders. There are approximately 101 groups and 886 volunteers in Essex, covering a county-wide area, but groups are predominately seen in rural areas, often those that have less high visibility police patrol.</p> <p>This year RPU have sent 7,446 warning letters to drivers regarding driving over the speed limit - these drivers monitored and recorded by CSW volunteers. RPU forecast one new group of volunteers will be onboarded per month across the county. CSW is a large body of volunteers and is effectively a driving force in supporting the Vision Zero campaign, of which one of the principles is underpinning the Safe System approach and acknowledging that road safety is a shared responsibility amongst everyone, including those that design, build, operate and use the road system.</p>	OPC (Roads Policing)
Work with rural communities and businesses to understand and improve rural road safety.	The Roads Policing Unit (RPU) have been working closely with the Rural Crime Team on Operation Vision Zero, by targeting rural locations for speed	OPC (Roads Policing)

enforcement, engaging with local communities around anti-social driving and riding, attending Parish Council meetings to address rural road safety issues, as well as working with local schools.

Officers have been educating and engaging with vulnerable road user groups by working alongside Safer Essex Roads School Safety team - the initiative to invite local children to speak with drivers stopped by officers at the roadside about their speed.

Other initiatives include working alongside the British Horse Society and local cycling forums to be confident in reporting poor driving behaviour through the Extra Eyes online portal, as well as working closely with the National Farmers Union and the Road Haulage Association to ensure standards of professional driving and road craft are maintained across operational centres in rural communities.

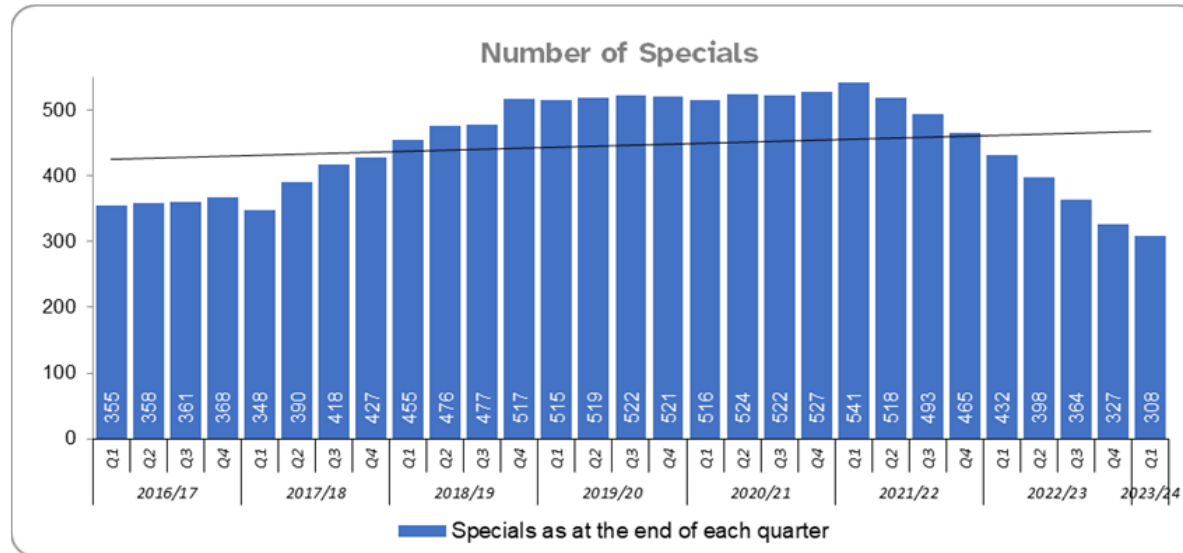
Support the victims of road crimes and their families.

The Roads Policing Unit (RPU) have been working closely with road safety charities such as Brake and the National Road Victim Service to provide support to victims of road related crimes. Brake's National Road Victim Service is a confidential, specialist service for victims and families that have suffered bereavement or been seriously injured in a road crash. Each victim is allocated a case worker who effectively works alongside the dedicated Family Liaison Officer allocated by RPU Serious Collision Investigation Unit.

OPC (Roads Policing)

Priority 10 - Encouraging volunteers and community support

Our objective is to work with our communities to prevent crime, support victims and ensure that criminals have no place to operate.



Key Points

- Despite a general upward trend from Q2 2017/18, the number of Specials has fallen each quarter since Q2 2021/22.
- The number of Specials at the end of Q1 2023/24 is the lowest number recorded over the last seven years.

Essex Special Constabulary

- There are currently 297 Special Officers for Essex. This quarter, Specials have completed a total of 20,945 hours; they have undertaken 16,810 hours of Operational Policing. 22 Special Constables resigned, with two retiring and two joining regulars.
- The revised #MyOtherLife dedicated recruitment campaign continues to be very active on social media. Recent activity includes National Volunteer Week from 01/06/2023 to 07/07/2023 June and National Big Help Out.
- There are 10 Community Special Constables (CSC) supporting 7 Parishes. They completed 53 duties and 368 hours during April and May.
- The Employer Supported Policing (ESP) scheme currently has 70 companies registered with 76 Special Constables benefitting, including Essex Police. Work is continuing with the Chamber of Commerce and local Parishes to promote schemes.

We will	Commentary	Who
<p>Continue to grow the Special Constabulary with the aim to have a Special Constable in every town and parish, growing the Community Special programme, and one supported by every major business through the Employer Supported Policing Scheme.</p>	<p>Essex Police currently have a command of 297 special constables. This includes 10 Community Specials Constables (CSCs) spread across 7 parishes with a further 6 CSC's completing post foundation training. 68 parishes have signed up to the CSC scheme and are engaged with regularly. From January to March 2023, the 14 CSCs in post at the time, contributed 98 duties and 638 community policing hours. Essex Police have run recruitment workshops with councils to support their recruitment campaigns for CSC's as well as working with organisations such as the Essex Association of Local Councils. Chelmsford Garden Community Council have just registered, and scoping has started with local specials to consider the CSC posting.</p>	<p>LPSU - Citizens in Policing</p>

There are currently 70 Employer Supported Businesses registered (including Essex Police) which benefit 76 special constables including 31 Essex police staff. Essex Police are engaging with a further 79 businesses to encourage sign up and recruitment, which includes large organisations like Sainsburys. Essex Police regularly attend Essex Chamber of Commerce events and other engagements such as Networking Essex Business Expo to promote the scheme. During National Volunteers Week, Essex Police ran a Ride Along Day for employers which was successful and formed part of the Media around this week.

Essex Police have completed Vision workshops and a Net Promotor Score exercise with serving specials, to measure their enjoyment and better understand ways to retain them. Using this data, long with national benchmarking reports, Essex Police are working with Media to form a Recruitment focus Group and set a clear recruitment strategy for the next few years. The Specials Recruitment Team attend many outreach events and are regularly holding enhanced recruitment events which have proved successful.

For the next quarter, there will be internal recruitment within the Operational Policing Command, providing promotion boards for Special Sergeant & Special Inspector roles. A 6-month Chief Inspector trial ends in July and there will be a review of the permanent introduction of this role across the command. Specials are being offered a regular number of Community Policing Directorate events, and work is ongoing with Essex Police Training School to ensure fair access to driving courses. A Neo diversity Policy - that provides financial support for services to

support volunteers - has been agreed. Specials continue to be thanked and valued through the Specials Annual Awards in March, nominations for local and national awards, introduction of new challenge coins, official presentations for three & five-year pin badges, as well as a recent tea party and certificates to thank specials who supported Operation Golden Orb for the King's Coronation.

Continue to support and collaborate with Neighbourhood Watch and further develop other watch schemes such as Farm and Rural Watch, and Pub Watch as well as supporting Crimestoppers.

The three Essex Watch Liaison Officers continue to support Neighbourhood Watch and Crimestoppers, attending and speaking at community events, circulating Crime Reports, and providing general advice. Work is currently ongoing with the Colchester Neighbourhood Watch Coordinator on a project to consider sharing crime data more widely, depending on where you travel for shopping and leisure. Eight Watch Schemes are also being promoted and run. Farm and Rural Watch currently have 767 Individuals, farm related businesses, rurally located businesses and interested partners - which is an increase of 10 since March. Over the last six months, work has been ongoing with Uttlesford Council to introduce and trial the new Essex Horse Rider Volunteer Scheme, which is a tool to tackle Heritage, Farm & Wildlife Crime and is now to be opened county wide. For the Summer months, there will be closer work with Marine Regulars to promote Marine Watch and promote Allotment Watch. Terms of reference are being established for each scheme and graphics are being re-designed to promote Caravan Watch so that this can incorporate Beach Huts.

LPSU - Citizens in Policing

Priority 11 - Supporting our officers and staff

Our objective is to ensure that the officers, staff and volunteers in Essex Police and the Police, Fire and Crime Commissioner's office receive the support they need to keep delivering an outstanding service to the public, that they reflect all of our communities across Essex and can go about their work safely.

Sickness - Average hours lost per person

Officers													Staff (excluding PCSO)												
Financial Year	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Financial Year	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
2015/2016	9.02	9.60	9.56	9.27	8.67	7.89	8.45	7.60	8.62	8.17	9.02	9.16	2015/2016	5.46	5.15	5.49	5.30	5.82	5.45	6.05	5.38	6.80	6.23	6.56	7.25
2016/2017	7.64	8.04	7.16	7.57	7.04	7.30	8.94	8.69	8.59	7.71	6.64	6.64	2016/2017	5.41	4.99	5.25	5.30	5.22	5.37	6.05	5.44	5.95	5.26	4.68	4.70
2017/2018	6.20	6.74	6.85	7.83	6.94	7.46	9.01	7.72	7.71	7.78	6.95	6.91	2017/2018	4.22	3.87	4.08	4.85	5.14	4.92	6.55	6.45	7.49	8.16	6.75	5.73
2018/2019	5.62	5.78	6.01	6.73	6.34	6.29	6.94	6.60	6.21	6.49	6.32	6.49	2018/2019	5.14	5.57	5.09	5.08	4.68	5.71	6.91	6.43	6.17	6.33	6.67	6.50
2019/2020	6.19	6.17	5.87	5.94	5.13	5.23	6.47	6.75	7.35	7.00	6.19	6.10	2019/2020	5.78	5.60	6.04	5.60	5.76	6.25	7.62	7.03	7.55	6.68	6.59	7.46
2020/2021	4.80	3.98	3.75	3.89	4.31	4.46	4.97	4.60	4.84	4.93	4.22	4.27	2020/2021	4.58	3.68	4.09	4.38	3.43	4.20	4.54	4.33	4.86	6.02	4.28	4.62
2021/2022	3.63	4.25	3.87	5.17	5.62	5.80	8.00	6.45	7.68	5.77	5.43	6.79	2021/2022	4.46	4.51	4.86	5.42	5.09	5.88	7.22	6.70	7.10	5.38	5.40	6.81
2022/2023	6.08	5.46	5.73	6.91	6.10	5.96	6.62	6.96	8.87	6.35	5.98	5.53	2022/2023	5.05	4.42	5.34	6.33	4.62	4.24	6.04	5.54	6.85	5.53	5.24	5.73
2023/2024	4.98	5.18	5.35										2023/2024	4.40	4.84	5.17									
23/24 Variance to 22/23	-1.10	-0.28	-0.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23/24 Variance to 22/23	-0.65	0.42	-0.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Key Points

- The average number of hours lost per person due to sickness showed an improvement for both officers and staff in June 2023 when compared to June 2022.
- There is a slight decrease in the proportion of ethnic minority employees at the end of 2023/24 Q1 (266) compared to the same period last year (277); this equates to 11 fewer employees.
- 4.1% of the Essex Police workforce are from ethnic minorities. This is 7.1% lower than the total economically active ethnic minority population.

Ethnic Minority Employees	Jun-22	Jun-23	% Pt. Difference 2022/23
% of total workforce	4.28	4.10	-0.18
% of all Police	4.09	4.08	-0.01
% of all Staff (excluding PCSOs)	4.39	4.17	-0.22
% of all PCSOs	0.98	0	-0.98
% of all Specials	5.92	5.19	-0.73
Ethnic Minority Economically Active population	-	11.21	-

We will	Commentary	Who
<p>Ensure effective support and investment in health and wellbeing services, acknowledging the difficult and challenging situations that officers and staff may experience in the course of their duties</p>	<p>The uplift position of one extra PC is now well embedded within the team and positive progress towards the launch of the Peer Support Programme is being made, with recruitment of volunteers underway and the first cohort planned to receive their training at the end of June. The network is expected to be live in September 2023. This role within Health & Wellbeing and the Peer Support Network rollout is to provide further peer to peer support in all wellbeing matters, supporting local activity and promoting wellbeing initiatives.</p> <p>The Wellbeing Steering Group format has been reviewed and now, in addition to staff associations and HR departments attending, the group has been widened following the inclusion of wellbeing as a standard agenda item on local Diversity Equality Inclusion and Culture Boards. This now includes an opportunity for the sharing of local initiatives to the wider group and the force as a whole.</p> <p>The psychological screening programme continues for those officers and staff in roles where the risk assessment determines</p>	<p>Health & Wellbeing Services</p>

psychological screening as appropriate to support individuals. In the financial year 2022/23, 1,109 individuals were offered psychological screening, and the same invitations will be sent again this financial year to support wellbeing for those operating within these roles (including firearms, serious collision investigation unit and public protection roles).

Enhanced investigator wellbeing activity includes a bespoke area within the 'Healthy You' Intranet site, with a wellbeing blog for investigators, an investigators wellbeing pack, local Senior Leadership Team activity to promote investigator wellbeing, bitesize videos for viewing at a convenient time for individuals and national College of Policing guidance and information. In addition, specific wellbeing sessions were implemented which now form business as usual, with the mandatory leader's sessions scheduled throughout the year and a session open to all investigators taking place each month. A total of 214 leaders have attended the sessions, with a further 92 investigators attending the bespoke investigator wellbeing virtual sessions.

In March 2022, a Financial Wellbeing Hub was implemented to provide information, top tips, guidance and signposting for those impacted by the cost-of-living crisis and includes links to

	<p>external charities and organisations offering support and impartial debt advice. Additionally, information from Unison, the Police Federation, discount schemes and the Benevolent Fund are available through this site.</p>	
<p>Foster a supportive culture within Essex Police and the Police, Fire and Crime Commissioner’s office with an increase in diversity and an inclusive recruitment and development strategy so that people from all segments of our community can aspire to serve the public through these services.</p>	<p>The Positive Action Team encouraged a new initiative within Thurrock Community Policing Team by including a member of the community within the selection process for an internal Community Support Engagement Officer role. By having a key community stakeholder involved in this recruitment activity it demonstrated transparency and a willingness to ensure individuals who engage with their communities are selected for their skills and attributes.</p> <p>The Positive Action Team are working with Recruitment Ambassadors, Corporate Recruitment, HR Innovation and Community Safety Engagement Officers, using Census and other data to focus where recruitment outreach events occur, to maximise recruitment opportunities. 14 face-to-face events were attended between 1st April and 31st May including at the Harlow Careers Fair, University of Greenwich and Middlesex University.</p>	<p>DEI Team and HR</p>

As of 22/06/2023 the number of candidates within the recruitment pipeline is 263, comprising of 111 (42.2%) female and 28 (10.6%) ethnic minority applicants.

A new career development plan for ethnic minority officers has been implemented, with a series of one day 'Inspire' courses which commenced on 5th April. The course is run in-line with the College of Policing Inspire programme and is an interactive one-day programme, to provide knowledge and skills, to develop self-awareness and confidence through reflection, self-directed learning and development, shared experience, and peer support. The Inspire Programme is a key part of the National Race Action Plan.

All promotion interview processes now have a specific diversity and inclusion element, demonstrating the importance and significance of diversity and inclusion in the selection process. A stakeholder panel, comprising of members of the support networks and chaired by Human Resources, assesses senior ranks. For Sergeant and Inspector promotion processes, a question focussed solely on diversity and inclusion is delivered

by an additional panel member from the internal support networks.

The Positive Action Team are working with the Minority Ethnic Support Association and Corporate Recruitment team along with officers and staff from around the force to identify volunteers for the next phase of the 'We Value Difference' campaign. The Media team will be creating images, videos and social media content using inputs from the volunteers and their lived experience of working within Essex Police to inspire and attract people from all segments of their community to serve the public.

There are a further 28 outreach events already scheduled over the period June to September, including the London Tottenham careers fair, the Rice and Spice festival in Colchester and Clacton Pride event.

The Enhanced Initial Police Learning and Development Programme (EIPLDP) entry route remains open until March 2024, which will allow a limited number of individuals to utilise previous work experience as eligibility to apply to become a police officer instead of academic qualifications. Police

Community Support Officers and Special Constables from any force will be able to utilise their experience to join under the EIPLDP.

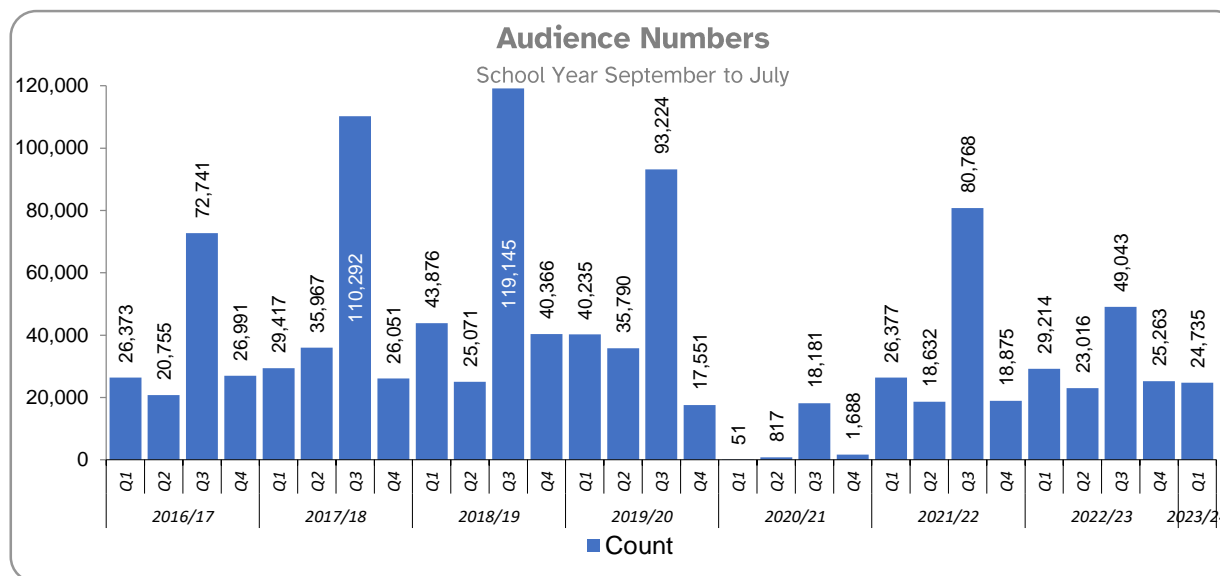
The requirement for a mandatory driving license remains removed for joiners up to 31/10/23. This is conditional upon the successful applicants obtaining a driving license within six months of joining.

The 'Professionalism, Trust and Confidence' action plan is in place with activity that will improve diversity and inclusivity within HR services. This is being delivered over the 2023/24 year and includes engaging with Strategic Independent Advisory Groups (SIAG's) to review promotion processes, recruitment interviews, postings processes and grievance processes to identify any learning opportunities and ensure they are inclusive.

Equality Impact Assessments are being reviewed for all HR policies, to ensure that practices, systems, and processes are inclusive and do not disadvantage any section of the workforce or community.

Priority 12 - Increasing collaboration

Our objective is to build a culture of collaboration and continue to unlock resources to reinvest so we can provide even better emergency services in Essex.



Key Points

- Audience numbers decreased by 17.2% in the 12 months to June 2023 (122,057) compared to the previous 12 months (147,489) and decreased by 41.8% compared to the 12 months to December 2019¹⁰.
- Figures in this Quarter will be lower than others as there were three weeks of school closures during the holidays.
- More Pupil Referral Units are being attended to reach some of the most vulnerable children and young people. However, student numbers are lower in these units, so this will also be reflected in the figures.

¹⁰ 2020/21 School closures due to COVID-19: Q1 – April, May, June, Q2 – July, Q4 - January

- Figures were further impacted due to two vacancies within the team from Feb/March 2023.
- These data are provided by Essex County Fire and Rescue Service as part of the Joint Essex Fire and Police Education in Schools Programme (2022) and are for the school year only (September to July¹¹).

We will	Commentary	Who
<p>Build on the success of our Joint Education Team and deliver more joined up prevention and community safety work.</p>	<ul style="list-style-type: none"> • From 1st April – 30th June 341 sessions were delivered to 24,735 young people. • Education officers joined two Crucial Crew roadshows and delivered sessions to 2,679 children and young people. • The Business Development Manager also joined Essex Police colleagues on the Dotcom roadshow and had an audience number of 3,000 children and young people. • The top three programmes delivered in this quarter were Home Safety, Knife Crime and Cyber Safety. • Thurrock, Basildon and Colchester were the top three districts for delivery this quarter. • Successful recruitment of two new officers, and two temporary staff have been employed to close the gap in the team until new staff arrive. 	<p>Fire Service</p>

¹¹ Q2 in each year shows data for June and July only.

- The Education and Specialist Interventions Managers attended all four of the Essex County Council Safeguarding Forums to promote the Education offer from the Joint Education Team.
- There was a notable uplift in bookings following the forums (30 enquiries on one afternoon following a session).
- The Education and Specialist Interventions Managers collaborated with officers from Essex Police to build on the work of Operation Raptor in Thurrock and Grays, by providing targeted offers to schools for the Knife and Gang crime prevention sessions to priority schools.
- All schools have been contacted and bookings made.
- Communication with Children and Young Person Officers (CYPOs) has increased following the attendance at a recent CYPO training day.
- The Education and Specialist Interventions Assistant has a distribution list to email all CYPO's with the dates of school bookings with an open invite to attend with the Education Officer.

<p>Build on the success of collaboration during the response to the COVID 19 pandemic, including:</p> <ul style="list-style-type: none"> • looking at what more we can do, including with the East of England Ambulance Service, around joint strategic planning, management of strategic risks and improved operational efficiency. 	<ul style="list-style-type: none"> • Joint carbon strategy created between Essex Police and Essex Fire to reduce the carbon emissions produced across Police and Fire. • Regional fleet meetings between Essex Fire and Essex Police are chaired by the Head of Transport Services to drive objectives, share best practice, and coordinate economies of scale. • Work is ongoing on a full business case this summer for a proposed joint fleet workshop at Boreham for Essex Fire and Essex Police. 	<p>Support Services Directorate - Collaboration</p>
<p>Build on the success of collaboration during the response to the COVID 19 pandemic, including:</p> <ul style="list-style-type: none"> • share data, safely and effectively, to identify and support the vulnerable 	<ul style="list-style-type: none"> • IT Services have delivered two-way digital engagement with communities via streamlined interaction and operating procedures for members of the public to engage via social media. • The Rapid video response solution is now live and enables Essex Police to trial virtual police attendance via a video link to victims of domestic abuse. • The new BT-SMS portal, enabling SMS communication both within and external from/to the force, supporting the deaf community to access policing service. • The National Law Enforcement Data Service will deliver an enhanced law enforcement data service (already rolling out 	<p>Support Services Directorate - Collaboration</p>

	<p>in phased functionality) that will be at the heart of protecting the public, replacing PNC.</p>	
<p>Build on the success of collaboration during the response to the COVID 19 pandemic, including:</p> <ul style="list-style-type: none"> • work together to support staff, officers, and fire fighters 	<ul style="list-style-type: none"> • All staff within the Support Services Directorate (SSD) continue to work together and support one another to provide the best possible service to its stakeholders. • The SSD staff survey will be issued in the Autumn which will identify any key themes with staff and provide invaluable feedback to the Assistant Chief Officer. 	<p>Support Services Directorate - Collaboration</p>
<p>Continue to maximise the benefits of collaboration between Essex and Kent Police.</p>	<ul style="list-style-type: none"> • Essex and Kent Police are working together to coordinate the implementation of electric vehicle transition and zero emissions. • A new procurement strategy has been implemented to focus on value for money, security of supply, innovation, and sustainability. • Greater management of contracts/suppliers – resulting in increased income through service credits and dispute resolution. 	<p>Support Services Directorate - Collaboration</p>